
**Basic Education Program Salary Schedule for Licensed Instructional Personnel and
State Mandated Minimum Salary Schedule for Superintendents/Directors of Schools
for Fiscal Year 2006-07**

The Background:

TCA §49-3-306(a), states “The commissioner, as approved by the state board of education, shall annually formulate a table of training and experience factors and a state salary schedule to be effective for each school year, which shall be applicable to all licensed personnel in every LEA, and which shall include an established base salary per school year consisting of a term of two hundred (200) days for beginning licensed personnel with a bachelor's degree and zero (0) years of experience. Licensed personnel having more training and experience shall receive more than the established base per school year. Certified personnel having less training and experience shall receive less than the established base per school year.”

TCA §49-5-402(a), states “After the election of teachers, as provided in this title, the director of schools shall establish the salary rating of each person employed as teacher or principal-teacher, and also the director of schools and other school personnel employed on a system-wide basis in the public schools, using for this purpose the established training and experience of such school personnel and the respective state salary schedule for the school year, as prescribed by the state board of education and approved by the commissioner of education.”

Rules of the Tennessee Department of Education and the Rules, Regulations and Minimum Standards of the State Board of Education for the operation of public schools Rule 0520-1-2-.02 (1) states “The State Board of Education shall adopt annual salary schedule(s) for all licensed personnel; such salary schedule(s) shall be effective for all school systems.”

The Basic Education Program Salary Schedule for Licensed Instructional Personnel has been updated to reflect the proposed 2% state raise, effective July 1, 2006.

The State Mandated Minimum Salary Schedule for Superintendents/Directors of Schools has been updated to reflect the proposed 2% state raise, effective July 1, 2006.

The Recommendation:

The Department of Education recommends adoption of the Basic Education Program Salary Schedule for Licensed Instructional Personnel and the State Mandated Minimum Salary Schedule for Superintendents/Directors of Schools, effective July 1, 2006, on final reading. The SBE staff concurs with this recommendation.

**TENNESSEE DEPARTMENT OF EDUCATION
BASIC EDUCATION PROGRAM SALARY SCHEDULE
LICENSED INSTRUCTIONAL PERSONNEL
Effective July 1, 2006 - 2% Salary Increase**

YEARS OF EXPERIENCE	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
DESCRIPTION OF TRAINING																					
DOCTORATE																					
Teachers & Principals	38,025	38,570	38,570	39,215	40,035	40,860	41,980	42,875	44,175	45,130	45,300	46,265	46,460	47,460	47,630	48,655	48,655	49,535	49,535	50,440	50,440
System-Wide Personnel	38,945	39,500	39,500	40,145	41,000	41,845	42,990	43,900	45,225	46,215	46,385	47,385	47,575	48,605	48,770	49,825	49,825	50,725	50,725	51,655	51,655
EDUCATION SPECIALIST																					
Teachers & Principals	34,985	35,525	35,525	36,100	36,835	37,605	38,635	39,465	40,640	41,525	41,695	42,585	42,765	43,680	43,860	44,805	44,805	45,595	45,595	46,405	46,405
System-Wide Personnel	36,225	36,780	36,780	37,385	38,145	38,940	40,000	40,860	42,090	42,995	43,175	44,095	44,285	45,225	45,420	46,390	46,390	47,215	47,215	48,055	48,055
MASTER'S + 30 SEMESTER HOURS																					
Teachers & Principals	33,605	34,155	34,155	34,695	35,385	36,150	37,120	37,905	39,015	39,855	40,040	40,905	41,060	41,950	42,120	43,015	43,015	43,765	43,765	44,535	44,535
System-Wide Personnel	34,815	35,385	35,385	35,950	36,660	37,455	38,450	39,265	40,420	41,295	41,475	42,380	42,535	43,460	43,630	44,565	44,565	45,340	45,340	46,135	46,135
MASTER																					
Teachers & Principals	31,545	32,095	32,095	32,605	33,270	33,995	34,915	35,670	36,735	37,520	37,695	38,510	38,675	39,515	39,705	40,555	40,555	41,260	41,260	41,975	41,975
System-Wide Personnel	32,740	33,320	33,320	33,845	34,540	35,290	36,240	37,025	38,140	38,955	39,120	39,980	40,135	41,020	41,205	42,095	42,095	42,820	42,820	43,570	43,570
BACHELOR																					
Teachers & Principals	28,365	28,895	28,895	29,340	29,910	30,530	31,335	31,995	32,925	33,620	33,765	34,495	34,655	35,380	35,545	36,300	36,300	36,910	36,910	37,530	37,530
System-Wide Personnel	29,570	30,125	30,125	30,585	31,185	31,825	32,670	33,355	34,325	35,045	35,205	35,960	36,130	36,885	37,055	37,845	37,845	38,475	38,475	39,120	39,120
THREE YEARS OF COLLEGE	24,115	24,560	24,560	24,940	25,430	25,955	26,630	27,200	27,985	28,575	28,705	29,325	29,460								
TWO YEARS OF COLLEGE	23,400	23,845	23,845	24,205	24,680	25,190	25,845	26,405	27,160	27,740	27,860	28,455	28,590								
ONE YEAR OF COLLEGE	22,695	23,120	23,120	23,470	23,930	24,425	25,060	25,590	26,335												
0 YEAR OF COLLEGE	21,985	22,395	22,395	22,735	23,180	23,660	24,285	24,790	25,515												

Footnotes:

- Note 1:** See State Board of Education *Rules, Regulations and Minimum Standards* 0520-2-4-.01(15), Advanced Academic Training Acceptable for Purposes of Salary Rating on the License, regarding master's degree, master's degree plus 30 semester hours, education specialist's degree, and doctor's degree designations.
- Note 2:** A principal shall receive \$8.00 per month for ten months for each full-time teacher under his/her supervision up to and including 20 full-time teachers.
- Note 3:** Occupational education teachers with less than a bachelor's degree who hold the occupational education license shall be paid on a bachelor's degree.
- Note 4:** For a supervising teacher of instruction, add \$20.00 for each teacher supervised to a maximum of 50 teachers. Less than full-time will be reduced proportionally.
- Note 5:** For a supervising teacher of instruction with less than a bachelor's degree, rate the person as though they hold a bachelor's degree.

**TENNESSEE DEPARTMENT OF EDUCATION
STATE MANDATED MINIMUM SALARY SCHEDULE
SUPERINTENDENTS/DIRECTORS
Effective July 1, 2006 - 2% Salary Increase**

YEARS OF EXPERIENCE		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
DESCRIPTION OF TRAINING																	
<u>DOCTORATE</u>																	
County Superintendents/Directors		50,450	51,555	52,675	53,780	54,885	55,985	57,095	58,205	59,320	60,415	61,655	62,760	63,865	64,980	66,080	67,185
City/Special School District Superintendents/Directors		35,320	36,060	36,790	37,665	38,400	39,250	40,000	40,740	41,595	42,335	43,070	43,930	44,670	45,410	46,270	47,010
<u>EDUCATION SPECIALIST</u>																	
County Superintendents/Directors		47,625	48,730	49,840	50,950	52,050	53,155	54,280	55,380	56,605	57,710	58,825	59,925	61,035	62,145	63,250	64,355
City/Special School District Superintendents/Directors		33,350	34,085	34,830	35,690	36,425	37,285	38,020	38,760	39,620	40,360	41,100	41,965	42,695	43,560	44,300	45,045
<u>MASTER'S + 30 SEMESTER HOURS</u>																	
County Superintendents/Directors		47,010	48,115	49,225	50,450	51,555	52,675	53,780	54,885	55,985	57,095	58,205	59,320	60,415	61,655	62,760	63,865
City/Special School District Superintendents/Directors		32,980	33,720	34,450	35,320	36,060	36,790	37,665	38,400	39,250	40,000	40,740	41,595	42,335	43,070	43,930	44,670
<u>MASTER</u>																	
County Superintendents/Directors		45,910	47,010	48,115	49,225	50,450	51,555	52,675	53,780	54,885	55,985	57,095	58,205	59,320	60,415	61,655	62,760
City/Special School District Superintendents/Directors		32,130	32,980	33,720	34,450	35,320	36,060	36,790	37,665	38,400	39,250	40,000	40,740	41,595	42,335	43,070	43,930
<u>BACHELOR</u>																	
County Superintendents/Directors		44,795	45,910	47,010	48,115	49,225	50,450	51,555	52,675	53,780	54,885	55,985	57,095	58,205	59,320	60,415	61,655
City/Special School District Superintendents/Directors		31,375	32,130	32,980	33,720	34,450	35,320	36,060	36,790	37,665	38,400	39,250	40,000	40,740	41,595	42,335	43,070

Notes:

- (1) To the superintendents' state mandated minimum base salary add: \$3.64 per ADM based on the following steps:
 - (a) ADM is rounded to the nearest 100 up to a maximum of 5,500.
 - (b) Deduct 300 from rounded ADM to determine eligible ADM.
- (2) Superintendents' Total Compensation:
 - (a) Is defined as all compensation paid by LEA, regardless of source or purpose.
 - (b) Must be equal to or greater than the amount determined by the State Mandated Minimum Salaries.
 - (c) Systems with salaries above the State Mandated Minimum Salaries are not required to raise salaries.